



North Carolina National Guard Guard Family Connection

Spring 2005

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North Carolina Adjutant General

Brig. Gen. Charles W. Collier, Jr.
Assistant Adjutant General for Air

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If you are interested in finding out more about the North Carolina National Guard, call toll-free 1-800-621-4136.

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Front cover: SSG Adam Koster of the NC Army Guard's 230th M.I., 30th Heavy Separate Brigade (30th Brigade Combat Team) returned to Fort Bragg after a 10-month deployment to Iraq. Families filled a post gymnasium waiting to hug, hold, and kiss their deployed soldiers. For 5 days straight, hundreds of families were reunited for the first time in months. *Photo by Tech Sgt Brian Christiansen, NCNG Public Affairs.*



The Adjutant General

A Message from The Adjutant General



Major General
William E. Ingram, Jr.
North Carolina National
Guard Adjutant General



THE SOLDIERS CREED

I am an American Soldier.

I am a Warrior and a member of a team. I serve the people of the United States and live the Army Values.

I will always place the mission first.
I will never accept defeat.
I will never quit.
I will never leave a fallen comrade.

I am disciplined, physically and mentally tough, trained and proficient in my warrior tasks and drills. I always maintain my arms, my equipment and myself. I am an expert and I am a professional.

I stand ready to deploy, engage, and destroy the enemies of the United States of America in close combat. I am a guardian of freedom and the American way of life.
I am an American Soldier.

Fellow Soldiers and Airmen:

To say the months since 9-11 have been busy for the North Carolina National Guard would be the understatement of the new century. Congratulations to each of you for your service, your commitment, and your dedication in accomplishing every mission. The wars in Iraq and Afghanistan, homeland defense operations, state active duty and countless other contingencies around the nation and the world have tasked us more heavily than ever before. We've asked much of you, your families and your employers, and the requests continue to come. Each and every time, you've stepped up to the plate and performed magnificently.

The Guard's high level of involvement has increased interest in our organization. Citizens around the state are realizing that a variety of demands are placed on our citizen Soldiers and Airmen. The National Guard is a truly unique component of our nation's defense. What began in 1636 as a community-based militia has transformed into a highly-capable and reliable force available to both our state and the nation.

We are dual missioned. Our federal mission requires that our units are manned, trained, equipped and prepared to serve the nation at the call of the President. The skills and experience gained in training for

and executing the federal taskings provides the strong foundation for our other major mission. That mission is to be ready to serve at the call of the Governor of North Carolina to respond to an emergency. Hurricanes, floods, and ice storms are well known examples of state missions. When the state needs us, all the federal training and equipment become key assets in the protection of the citizens of North Carolina.

Today's Guardmember has a unique role to play in the community, state, and nation. The citizen Soldiers and Airmen of the National Guard bring the strengths of civilian skills, military training, and community service into every mission they undertake whether it be mentoring middle school students or Iraqi soldiers, conducting airlift missions worldwide, or rescuing flood victims. In today's environment, family members are a vital part of the team. Lil and I sincerely appreciate the participation, support, and dedication exemplified by North Carolina National Guard families.

Today's Soldiers and Airmen keep the faith of all those who have served throughout our history while ensuring that America's military stays firmly rooted in our communities, under the watchful eye of the citizens we serve.

In talking with Soldiers and Airmen, both while deployed and here at home, I found that many of our people are not fully aware of all the programs, benefits, and opportunities available in the North Carolina National Guard. The purpose of this publication is to provide up-to-date information for you, your families, & others who may be interested.

I'm extremely proud to serve with each of you.

Sincerely,

MG William E. Ingram, Jr.
Adjutant General



AIRMAN'S CREED

I AM AN AIRMAN

A Newly planted seed growing each day,
exceeding all expectations
I AM AN AIRMAN

One of the many, the strong, and the proud
I AM AN AIRMAN

Backbone of the Air Force, focused on
quality, integrity, and excellence
I AM AN AIRMAN

Eager to learn the skills of tomorrow's needs.
I AM AN AIRMAN

Continuously striving to become more than I
thought I could and encouraging my fellow
airmen to do the same.
I AM AN AIRMAN

Going above and beyond what is appointed
by those appointed over me
I AM AN AIRMAN

A follower, transforming into a future leader
I AM AN AIRMAN

A part of the hope and promise of freedom,
willing to die so that freedom may live
I AM AN AIRMAN



North Carolina National Guard Array of Forces

NC Army National Guard Units

Joint Forces Headquarters - NC

CP Butner Training Site
Medical Det.
Recruiting & Retention CMD
HQ 139th Regiment (CA)
382nd Mobile Public Affairs Det.
130th Military History Det.
440th Army Band
Regional Training Maint.
Recon Air Intra Det. (RAID)
ARNG OSA Flight Det.
42nd Civil Support Det. (WMD)



60th Troop Command

Co B 3D BN 20th SF GP
HHD Det 1 3rd BN 20th SF GP
Co B 3rd BN 20th SF GP AUG
HHD Det 2 1st BN 20th SF GP
139th Rear Operations Center
HQ 449th AVN
Co B 226th DASB
Det 2 HSC 226th DASB
HQ 1st BN 130th AVN
Det 2 A 226th DASB
677th ENGR FFTG TM
Co B 1st BN 126th AVN
Det. 1 Co A 1st BN 58th AVN
430th ENGR FFTG TM
HQ 30th Support GP
HQ 540th QM BN
1450th Trans Co
1451st Trans Co
1454th Trans Co
HQ 730th QM BN
1452nd Combat Het Co
725th QM Co (PETRL SUP)
878th QM Det.
882nd QM Det.
HQ 690th Maint BN
691st Maint Co
694th Maint Co
626th Maint Co
732nd Maint Co
430th EOD



30th Engineer Brigade

295th Chem Co. Recon/Decon
HQ 113th FA BDE
HQ 5th BN 113th FA
Det. 3 626th Maint Co.
HQ 130th Finance BN
111th Finance Det.
112th Finance Det.
113th Finance Det.
HQ 217th Personnel SVC BN
123rd Personnel Det.
133rd Personnel Det.
HQ 105th Engineer Gp
HQ 505th EN BN CBT HVY Rollup
823rd ENG Det.
1131st ENG Det.
1132nd ENG Det. Well DRL TM
1133rd ENG Det. Well DRL TM
HQ 105th MP BN Rollup
210th MP Co
211th MP Co
1131st MP Co CBT SP
1132nd MP CMBT SP
514th MP Co
Co C 161st Med BN



30th Heavy Separate Brigade

230th MI Co
Trp E 196th CAV
HQ 105th ENGR BN
HQ 1 BN 113 FA
HQ 1st BN 120th INF
HQ 230th SPT BN
HQ 1st BN 252d Armor

Did You Know?

There are
10,155 Army Guardsmen
& 1,589 Air Guardsmen
in North Carolina that
drill in a total of 95
armories.

Since 9-11-01, over
8,000 of N.C.N.G.
Soldiers & Airmen
have been deployed
around the world.

NC Air National Guard Units



145th Airlift Wing

145th Mission Support Group

145th Mission Support Flight
145th Student Flight
145th Civil Engineer Squadron
145th Communications Flight
145th Services Flight
145th Security Forces Squadron
145th Logistics Readiness Squadron
145th Aerial Port Squadron

145th Maintenance Group

145th Aircraft Maintenance Squadron
145th Maintenance Operations Flight
145th Maintenance Squadron

145th Operations Group

156th Airlift Squadron
156th Aeromedical Evacuation Squadron
145th Operations Support Flight

145th Medical Group

145th Combat Operations Group



118th Air Support Operations Squadron



235th Air Traffic Control Squadron



263rd Combat Communications Squadron



Joint Strategic Plan

Joint Strategic Plan

Vision

The North Carolina National Guard will serve as a premier Joint Force for missions at home and abroad; seamlessly integrated with all federal, state and local agencies; capable of providing plans, policy, and ready forces as required.

Mission

- Federal: Maintain mission ready units and guardsmen available to mobilize in support of the National Military Strategy
- State: Provide ready forces to protect life and property, and to preserve peace, order, and public safety when directed by the Governor
- Community: Participate in local, state, and national programs that add value to our families, employers, and communities

Organizational Values (VIP)²

- Visionary: Focus on Future, Leadership, Setting Key Direction, Systems Perspective
- Valuing the Force, Families, and Partners: Service Oriented, Compassionate & Understanding, Committed, Awareness, Mutual Respect, Diversity
- Integrity: Accountability, Trustworthiness, Credibility, Honesty, Courage, Responsibility, Humility, Diversity
- Innovative & Empowered Force: Agility, Responsibility, "Buy-In", Flexibility, Creativity
- Public Responsibility and Citizenship: Accountability, Stewardship, Citizen-Soldier, Community Participation
- Pursuit of Excellence: Commitment, Professionalism, Continuous Improvement



Staff Sgt Timothy Ashley, Co A, 505th Engineer Battalion NCARNG, reviews security procedures with Staff Sgt Ken Eddins, 145th Security Forces Squadron, NCANG during the First Flight celebration at Kitty Hawk, December 2003. Photo by Tech Sgt Brian Christiansen, NCNG Public Affairs

Core Competencies

What we must do to ensure our existence?

- Provide Ready Forces
- Support Civil Authorities
- Perform Homeland Security & Homeland Defense



Sgt. 1st Class Wayne Stroud of the 42nd Civil Support Team demonstrates how he would retrieve a dangerous substance for testing. The 42nd CST is a "joint" unit consisting of Army & Air Guardsmen. Photo by Tech. Sgt. Brian Christiansen, NCNG Public Affairs

Priority Issues

- Strengthen the Force through Families, Employers & Partners: Preparing and supporting Guardsmen's families, employers and communities
- Relevant & Ready Forces: Meet required readiness levels as established by DoD/NGB
- Culture of Excellence
- Service before self
- Consistent enforcement of standards
- Change the way we think and operate to enhance the organization
- Different perspectives and views
- Strengthen Legislative & Civic Support
- Market NCNG and raise awareness to local, state and national government
- Seek benefits and resources for individuals and the organization
- Enhance the image of the NCNG

Goals

- Become the lead agency for Homeland Security/Homeland Defense for North Carolina.
- Shape a relevant force structure for the NCNG.
- Provide ready forces.
- Create an environment of excellence.
- Strengthen Guardsmen benefits and organizational resources for the NCNG.
- Strengthen the force through families, employers and partners.



Benefits & Entitlements

Healthcare

A major benefit of membership in the North Carolina National Guard is healthcare. As our military changes, so do the needs of our members and their families. Healthcare is also a priority for the 109th Congress.

A bipartisan group of senators including U.S. Senator Lindsey Graham (R-South Carolina) introduced *"The Guard and Reserve Readiness and Retention Act of 2005."*

This legislation improves healthcare benefits for members of the National Guard and Reserves by allowing them to enroll in TRICARE for a

monthly premium regardless of their activation status. TRICARE is the military healthcare system.

"Bipartisan group of Senators and Congressmen join Senator Graham to introduce National Guard and Reserve Benefits Legislation".

In addition, the legislation provides for a decrease in retirement age based on years of service. Under current law, the retirement age is 60.

Under the proposal, if an individual serves for 22 years, they are eligible for retirement at 59. An individual entering military service at 18 and serving for 34 years could begin receiving his or her retirement benefits at 53.

In October 2004, Graham worked with a bipartisan group of legislators to push into law additional health care benefits for members of the Guard and Reserve. Under that provision, Guardsmen and Reservists who serve on active duty under federal orders for 90 consecutive days will be eligible for one year of TRICARE Coverage.

TRICARE
U.S. Department of Defense
Military Health System

www.tricare.osd.mil

Eligibility (DEERS):
1-800-538-9552

TRICARE Prime Remote:
1-888-363-2273

Mail-Order Pharmacy:
1-866-363-8667

Retiree Dental Plan:
1-888-838-8737

TRICARE Dental Program:
1-800-866-8499

TRICARE For Life:
1-866-773-0404

Senior Pharmacy Program:
1-877-363-6337

Education

Program	Benefit	Who Is Eligible?	Additional Resources:
Montgomery GI BILL, CHAP 1606	\$288 per month/\$10,368 (36-month max)	Air & Army	<p>For more information about benefit requirements for your education, please contact your Education Services office.</p> <p>CPT Zaire McRae, Education Services Officer 1-800-621-4136 ext. 6272</p> <p>SPC Steven Rau, Education Technician 1-800-621-4136 ext. 6194</p> <p>CMSgt Lynn Rhyne, Base Education & Training Mgr 1-800-621-4136 ext 4371</p> <p>Other important Education links:</p> <p>www.gibill.va.gov</p> <p>www.dantes.doded.mil/</p>
Montgomery GI Bill Kicker	\$200 per month / \$7200 (36-mon max) or \$350 per month / \$12,600 (36-mon max) Only OCS/WOCS/SMP	Army Only/ Only OCS/ WOCS/SMP	
NC Tuition Assistance	\$2000 per year / \$8,000 (career max)	Air & Army	
ARNG Fed Tuition Assistance	\$4500 per year / \$250 (per sem. hr) www.virtualarmory.com	Army Only	
Testing	\$165 max savings per Praxis Series \$55 savings per CLEP Test \$60 savings per DSST Test \$115 savings per GRE (reimbursed) \$250 savings per GMAT (reimbursed)	Air & Army Air & Army Air & Army & Spouses Air & Army & Spouses Air & Army	
Army/American Council on Education Registry Transcript System (AARTS)	Possible College Level Credit http://www.aarts.army.mil	Army Only	
Community College of the Air Force	Possible College Level Credit www.au.af.mil/au/ccaf/	Air Only	
Education Support Center	Free Degree Planning Apply online www.virtualarmory.com	Army, Army Spouses, & ARNG Federal Civ	



Communication

Increased Technology

EMAIL

Thanks to the latest in technology, while your Soldier or Airmen is away, you are still able to communicate! Having an email account is a very good way to communicate with your Soldier or Airmen. It is one of the fastest ways to send a message. When your Soldier or Airmen is deployed, it is very important that you keep the lines of communication open.

A.K.O.

SET UP AN ARMY KNOWLEDGE ON-LINE (AKO) EMAIL ACCOUNT

To obtain an account, please follow these steps:

1. Go to: www.us.army.mil
2. Security box alert will appear;
3. Click: I'm a new user ; Choose: Guest Account
4. Click: Next; Enter sponsor's email address and complete the remainder of the form.

MY AF.MIL

SET UP AN AIR FORCE PORTAL ACCOUNT

1. Go to: <https://my.af.mil>
2. Click "Register for account"
3. Fill in required information.

The Air Force Portal offers Airmen the capability to access and obtain essential information about money, career, health, travel and much more from any PC in the world. Unlike other Web sites where there can be an avalanche of useless information, the AF Portal allows you to enjoy a relevant flow of information based on your job and interests. Take advantage of the security of the AF Portal: Gain Control with self-service applications; Collaborate with Communities of Interest; Communicate with Instant Messenger; Eliminate numerous passwords. Register from any computer. Logon and follow the prompts at: <https://my.af.mil>

DISTANCE LEARNING PROGRAM

The North Carolina National Guard Distance Learning (DL) Program is a state-of-the-art learning-delivery system that provides enhanced communications and easy access to knowledge and training through a variety of learning resources via specially designed DL classrooms. DL is the delivery of structured learning where location and/or time separate the instructor and learners using audio, video, computer-based training, the Internet, or a combination of these and resident instruction. The DL classrooms provide an ideal setting for the video teleconferencing/training or web-based courses that are beginning to replace the traditional classroom training in today's military.

VIDEO TELECONFERENCING (VTC)



An Air Guard family communicates via Video Teleconferencing.

Video Teleconferencing (VTC) enables individuals at different locations to conference using both audio and video. The enhanced communication capabilities of DL support national and state operations. The benefits of the DL program: Increases the number of members that can be trained at the same time with lower transportation cost; Provides commanders increased opportunities for training members and improving unit readiness with standardized training; Reduces time away from the unit; Guardsmen are awarded the same credit as resident instruction; and Family Support Video Tele-Conferences (VTC) supports of mobilization. It is real time and interactive delivery.

For more information on how Distance Learning could enhance your needs or how to schedule a classroom call:

1-800-621-4136 & extension
Maj Gail Richards - 6390
CW5 (Ret) David O'Rear - 6470
Mrs. Vera Burks - 6037
www.dttp.ngb.army.mil
www.gcls.ngb.army.mil



Soldiers and airmen with the 30th Brigade Combat Team check their e-mail in the Morale, Welfare and Recreation center located on base at Camp Caldwell in Iraq on November 19, 2004. Photo by Tech. Sgt. Brian Christiansen., NCNG Public Affairs

VIDITalk

VIDITalk is a web-based application that allows you to record personal video messages on-line and immediately deliver the video in email or any electronic document. Your video is delivered using streaming technology, no downloads or attachments, just a simple click of the mouse and the video plays. Contact your local Family Assistance Center Representative to learn more.

MWR PHONE CENTER

The Morale, Welfare & Recreation (MWR) Phone Operation Center is a 24 hour, 7 days a week phone center that connects deployed Soldiers and Airmen to their family back home. Calling cards are donated to us by caring individuals and organizations. In the event that we are out of calling cards, please be prepared to have your own to make a long distance call. All local calls (in/within Raleigh or a 919 area code) are free. For questions or concerns, you may contact Ms. Debra Pridgen, Lead MWR Operator at 1-800-621-4136 ext. 6440.

PUBLIC AFFAIRS

The Office of Public Affairs provides the maximum amount of information with minimum delay to the public, the media and Congress. In Public Affairs, we know that the citizens of our state and our nation have a right and a need to know as much as possible about the activities of the North Carolina National Guard. Please feel free to contact us at any time, and we will do all we can to get you the information you need. 1-800-621-4136 ext. 6244.



Family Readiness

"Families are the Heart of the Guard"

Dear Families,

Please know that we are deeply committed to assisting you. We also want you to be aware of the many resources available through our Family Assistance Centers (FACs) and Family Readiness Groups (FRGs) so that you will be able to fellowship with others that also experience military life. Our Family Readiness Team is available to assist you with your family readiness needs. Please call on us.

Sincerely,

CPT Sherrell Murray

Family Readiness Contacts



CPT Sherrell Murray
Family Program Director
(800) 621-4136 ext. 6324

SPC John Hedgepeth
Family Program Assistant
(800) 621-4136 ext. 6124

Mrs. Angelena Dockery
Information Manager
(800) 621-4136 ext. 7583

Email: ncngfamily@nc.ngb.army.mil
www.nc.ngb.army.mil/family/

Military Spouse Resource Center

The Military Spouse Resource Center is a U.S. Department of Labor sponsored web site designed to assist the spouses of U.S. total force military personnel. Their mission is to provide easy access to information, resources, and opportunities related to education, training, and employment within the United States.

www.milspouse.org

Great Family Websites

Guard Family Program
www.guardfamily.org

Guard Family Team Building
www.gftb.org

Army Community Service
www.armycommunityservice.org

Air National Guard Family Readiness

The Air Guard Family Readiness Office is dedicated to providing information, on-going education, and assistance to families, members and leadership. We aim to help prepare military members and their families for National Guard life. We also publish Family Readiness News "TGIF" bi-weekly, and post it to our website www.ncchar.ang.af.mil.

"TGIF" keeps members, families & retirees aware of benefit changes and special offers.



Kathleen Flaherty
145th Airlift Wing
Family Readiness Program Manager
(800) 354-6943 ext. 4949
kathleen.flaherty@ncchar.ang.af.mil

Air Force One Source
www.airforceonesource.com

User ID: airforce
Password: ready

For more information, call 1-800-707-5784

Family Readiness Groups

The Family Readiness Group (FRG) is a unit-level network made up primarily of volunteers. The FRG is dedicated to helping Guard members and their families in times of peace and mobilization. This is accomplished by holding meetings, sending newsletters, emailing and utilizing family "calling trees" to spread important information.



FRG programs provide opportunities for both learning and education. These include Family Day events, summer picnics, youth camps, holiday meals, Guard Family Team Building, and mobilization readiness classes. If you or someone you know is interested in becoming a volunteer or getting involved with a Family Readiness Group in your area, please contact:

Diane Coffill, FRG Advisor
1-800-621-4136 ext. 5573



Family Assistance Centers (FACs)

About our FACs

There are National Guard Family Assistance Centers (FACs) disbursed throughout North Carolina. They serve all families and are not unit specific.

The FACs are established to provide assistance (e.g. ID Cards, DEERS, TRICARE, etc.) to its soldiers (deployed and non-deployed), their families, civilian employees, retirees and their dependents. The FAC representatives are knowledgeable of resources available in their coverage area to assist Guardsmen, all branches of service and their families.

The FACs frequently call to check in on family members. They also host regular activities designed to help network families currently experiencing military life.

The FACs work closely with volunteer Family Readiness Groups (FRGs), Rear Detachments, Command, and the community in order to provide the best services and programs to North Carolina's Guard community.

Operation Doula Care

Operation Doula Care (ODC) is a network of over 400 qualified volunteers in all 50 states. Together, they form America's first ever "Doula Reserve", providing free birth Doula services to qualifying pregnant military wives. ODC was founded by Melissa O. Olsen, who is both a veteran birth Doula and military wife. Focusing on serving women whose husbands are at war, ODC acknowledges that "Although we can't replace her husband, we can provide outstanding support..." in his absence.

ODC offers their services in military or civilian hospitals, birth centers, and at midwife

attended homebirths. ODC Doulas adhere to professional guidelines, and encourage their clients to become informed so they can participate more fully in their own birth experience. The physical, emotional and informational support offered by ODC aims to "help ease some of the fear and pain associated with childbirth" for both the birthing woman, and the deployed father. Expectant military wives, as well as volunteer Doulas are welcome to apply.

For information, visit www.operationdoula.org or 404-896-9292.

Vacation, Travel & Lodging

Guard members and their families have many programs available to them.

Here's To The Heroes
www.herosalute.com
1-800-342-5283

U.S. Army MWR
www.armymwr.com
Phone: 910-396-8747/8687
DSN: 236-8747 (trip)
or 8687 (tour)

Fort Fisher Reservations
(910)458-6549
www.ftfishermilrec.com

Military Space Available Travel
www.spacea.info
Pope AFB Space A
910-394-6527
Flight Info Recording
910-394-6525

Armed Forces Vacation Club
www.afvclub.com
1-800-481-5738 ext. 8253

Navy Lodging
1-800-NAVY-INN or
1-800-628-9466
www.navy-lodge.com

Family Assistance Centers

1-800-621-4136
(+4-digit ext.)

ASHEVILLE:
Mrs. Lana Greer
828-271-5029 (ext. 5029)

CHARLOTTE:
Mrs. Patricia Carr
704-359-5745 (ext. 5745)

Mrs. Keneitha Delaney
704-359-5756 (ext. 5756)

FAYETTEVILLE:
Mrs. Nancy Smith
910-672-5127 (ext. 5127)

GOLDSBORO:
Mrs. Melissa Thames
919-739-5331 (ext. 5331)

GREENSBORO:
Mrs. Katy Jones
336-691-7712 (ext. 7712)

JACKSONVILLE:
Mrs. Dorothea Massey
910-347-4352
(ext. 8570 line 11)

MORGANTON:
Mrs. Nancy Davis
828-437-0746
(ext. 8112 line 18)

MORRISVILLE:
Mrs. Alice Dean
919-664-7616 (ext. 7616)

Mrs. Rena Wethington
919-664-7655 (ext. 7655)

Fisher House

"Helping Military Families"

Supporting America's military in their time of need, we provide "a home away from home" that enables family members to be close to a loved one at the most stressful time – during hospitalization for an illness, disease or injury.

Learn more at:
www.fisherhouse.org



Many
One Mi



**Faces
Mission**



Youth

Operation Purple

North Carolina was the proud host of Operation Purple, a week-long youth camp held in Ellerbe, NC on August 1-6, 2004.

The camp was for military children from all branches to share their deployment-related experiences, gain new skills, and have much-deserved fun.

About 50 kids attended the camp. Sears, Roebuck and Co. and the National Military Family Association (NMFA) partnered to sponsor the camp.

North Carolina's First Lady, Mrs. Easley, was the keynote speaker at Operation Purple's Closing Ceremony.

The next scheduled camp is July 10-16, 2005. Call Mrs. Cecelia Wallace for registration information at 800-621-4136 (ext. 5125).



YOUTH COORDINATOR

Mrs. Cecelia Wallace
449 East Mountain Drive
Fayetteville, NC 28306
1-800-621-4136 ext. 5125

WEBSITES FOR YOUTH

Military Child
www.militarychild.org

Air Force Crossroads
www.afcrossroads.com/kids

First Gov for Kids
www.kids.gov

Guard Family Youth
www.guardfamilyyouth.org

Operation "Kids on Guard"

Operation "Kids on Guard" is a program created specifically for the children of the North Carolina National Guard as a way to address deployment fears and concerns and reduce isolation. The "Kids on Guard" program is a huge success because of its ability to live out "The Guard is Family." "Kids on Guard" is a means to network children, parents, employers, community, Guard leaders including Command, retirees, and previously-deployed soldiers and airmen. "Kids on Guard" serves children ages 5-14 and in response to popular demand, now serves children ages 2-4 with a "Kiddies on Guard" program.

Lasting at least 4 hours, the children begin their day with a formation and learn various military drill and ceremony. Leaders - attired in BDUs - teach



the children about different aspects of Guard life while utilizing equipment from supply and local armories. The program's design encourages participation from previously deployed soldiers because their



knowledge of the National Guard, overseas tours and community service. Community members also show great support of the Guard and program by donating food, t-shirts, and volunteering their time. Under the leadership of CPT Sherrell Murray, the program has enjoyed the participation of First Lady Mary

Easley, the Adjutant General MG William E. Ingram, Jr., and his wife Mrs. Lil Ingram. Founded by the Morrisville FAC, Kids on Guard has received positive feedback and is currently appearing in FACs across North Carolina. For more information, contact your local FAC.



Finances

Finances

Defense Finance and Accounting Services (DFAS):

www.dod.mil/dfas

The people of the Defense Finance and Accounting Service take pride in serving the men and women who defend America. We take our contribution to national defense seriously. We work hard to fulfill the important fiscal responsibilities entrusted to us by the American taxpayers. We ensure the resources they provide are accounted for properly.

Military Money

www.militarymoney.com

The lifestyle of the military family can prove both challenging and rewarding - especially to the family finances. Saving, investing and budgeting on a military income can require special considerations, skills and planning.

Frequent moves... career changes for the spouse... new schools for the kids... Let's face it: simply raising a family within the ranks of the military can pose unique obstacles.

Military Money™ has been created to address the dynamic lifestyle of the military family and to serve as an engaging financial resource for families with loved ones serving in America's armed forces.

My Pay

MyPay Website

<https://mypay.dfas.mil>

MyPay is a service available to military members that provides the ability to do the following:

- View your LES.
- Change your federal and state tax options.
- Change your direct deposit financial institution.
- You can designate a separate bank account for direct deposit travel payments.
- Change the address for all your pay correspondence.

To Enroll in MyPay

1) To register online, go to MyPay Website and select NEW PIN under the NEED A NEW PIN option. Within 10 business days, a randomly numbered temporary PIN for your account will be mailed to your address currently contained in the pay system.

2) If your request is faxed or mailed, your temporary PIN will be set to the last five numbers of your SSN. You will be notified when the PIN is set. If faxed, wait 2 business days before attempting to use your temporary PIN (allow additional time if you mailed your request).

Thrift Savings Plan



TSP Features for Uniformed Services

The Thrift Savings Plan (TSP) is a Federal Government sponsored retirement savings and investment plan that is similar to a corporate "401(k)" plan, providing the same type of savings and tax benefits. The soldier elects to invest in one of the five TSP funds up to a certain percentage of base, incentive and/or special (to include bonus) pay. The various fund options earn income on the investment, providing a pool of money that the soldier can later withdraw to supplement their retirement income. TSP regulations are published in Title 5 of the Code of Federal Regulations, Parts 1600 to 1690, and are periodically supplemental and amended in the Federal Register.

You may already participate in TSP, or you may elect to do so if mobilized. If you already participate, understand that the full percentage indicated will be taken out of the pay you receive while mobilized. You may change the amount of contribution when you mobilize.

TSP savings based on earnings while entitled to Combat Zone Tax Exempt Pay will be nontaxable when withdrawn at retirement. Interest income earned on all savings is taxable.

Thrift Savings Plan Website:

www.tsp.gov

You can also contact the Thrift Line:

1-877-968-3778

Automation Tools

TRAVEL INFORMATION

DoD Per Diem, Travel and Transportation

www.dtic.mil/perdiem

Per Diem Rates

www.dtic.mil/perdiem/faqmilea.html

Defense Travel System

www.dtic.mil/travelink

CALCULATORS

Calculator

www.tsp.gov/calc/index.html

Social Security Benefit Calculators

www.ssa.gov/planners/calculators.htm

Life Insurance Calculator

www.opm.gov/calculator/index.htm





Employer Support of the Guard & Reserve

Employer Support of the Guard and Reserve

Employer Support of the Guard and Reserve (ESGR) is available to all units and every service member to assist with good, sound Employer relations. The mission of ESGR is to Gain and Maintain Employer Support for individuals who serve in the Guard and Reserve. ESGR assigns a Unit Liaison representative to every unit. You may contact that individual for assistance or use the phone number, website or e-mail address shown below. ESGR will assist you with any job-related issues.

Your Job Is Secure! Service members have certain Requirements and Rights under the Uniformed Service Members Employment and Reemployment Rights Act (USERRA).

How to Resolve an Employment Issue:

- Inform your unit chain of command
- Contact ESGR (phone number and website shown below)
- If your issue hasn't been resolved, contact Department of Labor 1-866-487-2365
- As a last resort, you may consult a private attorney

Returning to work:

- Knowing your rights is only part of the picture when it comes to returning to your civilian job.
- Understand yourself and be prepared for the reactions of others.

- Be proactive about reintegrating to your work environment. Ask about changes in policies, work procedures and decisions that were made while you were away. Be prepared for what others are feeling. Thank those who "took up the slack" while you were gone.
- Everyone will want to hear about your experiences. Be careful not to "wear them out" with stories.
- Talk with your Boss. Open, honest communication will go a long way toward eliminating potential problems before they occur. Employers want to know what you've been doing. The training and experience you gained while you were mobilized are valuable to both you and your employer. Discuss your military experience and training with your boss.

Finally, reward your boss with an ESGR "My Boss Is a Patriot" award. You can nominate them on-line. Involve your unit leadership and ESGR with the presentation when you receive the award.



Air Guard Contact
SMSgt Jim Rorie
980-621-1701

Army Guard Contact
Johnny Dwiggins
919-612-5421

YOUR RIGHTS UNDER USERRA

1. Military leave of absence
2. Prompt reinstatement back into your job
3. Accumulation of seniority and most pension plans
4. Reinstatement of health insurance, regardless of pre-existing conditions
5. Training or retraining of job skills, including accommodations for disabilities
6. Protection against discrimination

YOUR REQUIREMENTS

1. Before Reporting For Duty
2. Provide prior Notice to your Employer, preferably in writing
3. While Performing Duty
4. Serve Honorably
5. After Release from Duty
6. Return to work in a timely manner

ncesgr-ombud@osd.mil

1-800-336-4590

www.esgr.com



Things You Should Know

Quick Reference



ID Cards

Who Is Eligible?

Spouse and unmarried children under 21 or 23 if a full-time student. A child of any age with severe physical or mental handicap. These cards will authorize appropriate medical, commissary, exchange and MWR benefits and privileges for the period of active duty specified on the members' orders.

NOTE: Family members must be enrolled in the Defense Enrollment Eligibility Reporting System (DEERS). Family members are enrolled when they are issued an identification card or when the military member submits a verified and signed DD Form 1172.

Some Things You'll Need to Bring

Birth Certificates, Marriage License, Copy of Spouse's Active Duty Order, Driver's License, etc.

Defense Enrollment Eligibility Reporting Systems (DEERS): 1-800-538-9552

You may also visit our Website at:

www.nc.ngb.army.mil/family/rapid.asp

Insurance

Servicemembers Group Life Insurance
Servicemembers' Group Life Insurance (SGLI) is the life insurance currently available to all members of the uniformed services. For more information, you may reach them at: 1-800-419-1473 or www.insurance.va.gov

TAKE CARE OF LEGAL MATTERS

A power of attorney. This is a legal document that allows you to name a person who can act on your behalf when you are not able to act yourself. Choose someone you know well-someone you trust completely to make decisions as you would. There are 3 main types of power of attorney:

General - the person you name can act on all matters. Limited - the person you name can act only on specific matters. Medical - the person you name can act only to get medical treatment for family members who are under 18.

Legal Assistance

The Fort Bragg Legal Assistance Office is available to help address your questions and concerns.

XVIII Airborne Corps Ft. Bragg Legal Assistance Office. Call for an appointment. (910)396-6113 or (910) 396-0396. Services Provided: Contracts, Domestic Relations, Information, Legal Advice, Military Administrative Appeals, Notary, Powers of Attorney, Wills. For additional information, visit

www.jagcnet.army.mil/legal

COURT ORDERS

If you have a Court Order, you may take a copy to your Clerk of Courts, and they can process the paperwork to have DFAS start drafting the account. You may also contact the DFAS office directly.

Defense Finance and Accounting Services
Cleveland

ATTN: DFAS-GAG/CL
PO Box 998002
Cleveland, OH 44199-8002
Customer Service: 1-800-346-3374

CHILD SUPPORT

Under Army Regulation 608-99, a soldier's obligation includes providing adequate and continuous support for family members; complying with separation agreements, court orders and judicial orders or decrees; and Meeting financial obligations promptly.

Banking

As a benefit of membership in the North Carolina National Guard, you are eligible to join your local State Employees' Credit Union State Employees Credit Union.

www.ncsecu.org

National Guard Soldiers and Airmen have also found USAA to be military-friendly in handling some of their business needs.

USAA Banking & Insurance

www.usaa.com

American Red Cross

Your local American Red Cross Chapter plays a key role in Family Assistance during a deployment. They are the lead agency when you must notify your soldier or airman when an emergency happens at home. They are the only agency that is authorized to verify the emergency and get the message to the appropriate place.

American Red Cross National Number is
1-877-272-7337

AMERICAN RED CROSS OFFERS COUNSELING AND EMERGENCY FINANCIAL ASSISTANCE

ARC offers confidential services to all military personnel and their families. Counseling, guidance, information and referrals and emergency financial assistance are available through their chapters and offices on military installations. You can find the nearest Red Cross chapter in your local telephone book and at

www.redcross.org/where/chapts.html#afes



Community Resources

Army One Source

An Army of One. That means the individual soldier is skilled in using all the resources at his or her disposal to solve problems and accomplish missions.

One of the resources available to soldiers and their families is Army One Source.

Army One Source makes master level consultants available by telephone and email on a 24/7 basis to help solve simple and complex problems. And, it is confidential. There is also a website where educational material is available to you at no charge.

Being a Soldier means not always being available when your family needs assistance in solving a problem or finding a resource. But, a soldier must make sure his or her family has the resources available to find that help. Wherever an Army family is located, help is available 24/7 by telephone or email. When a family member calls, Army One Source is ready to assist with the most simple or challenging issues.

Army One Source: Caring for you and your family, Managing your everyday life, available anytime, anywhere.



Army One Source offers Six Free, In-Person Counseling Sessions

Master level consultants are available for you to visit in person, in your community. You have access to up to six (6) in-person counseling sessions with a licensed counselor at NO COST TO YOU and Army One Source takes care of all the paperwork.

Call 1-800-464-8107

www.armyonesource.com

User ID: army

Password: onesource

Tarheel ChalleNGe



The North Carolina National Guard is the proud sponsor of Tarheel Challenge, located in Sampson County near Clinton, NC. Tarheel Challenge is a quasi-military, volunteer program for high school dropouts, or expellees who, if left to their own devices, are headed for disaster. The program is designed to improve the life-coping skills and employment potential of the cadets so that they may become productive members of their communities and society in general.

First divided into two phases – a 22-week residence at the Academy and 12 months post-residential activities – the program has eight key core components: academic excellence, leadership & followership, physical fitness, community service, employment skills, health & nutrition, life-coping skills and responsible citizenship.

Emphasis is placed on self-discipline, teamwork, academic advancement, community service, leadership, and followership, health and nutrition, responsible citizenship and integrity.

A major part of the residential phase provides for General Education Development (GED) schooling and testing.

Although sponsored by the North Carolina National Guard, there are no military obligations for attending. Cadets are free to choose military



service as one of their options, but are not required to do so. There is no cost to the cadet or family other than personal and "start up" items such as underclothes and toiletries.

Tarheel ChalleNGe is a volunteer program. Anyone can recommend and assist: however, the applicant must volunteer for the training. An applicant must be motivated and committed to turning his/her life around through this "Second Chance." To learn more about this program, call 910-525-5520.

www.tarheelchallenge.com

Starbase

The North Carolina STARBASE Program, in its twelfth year of operation, is sponsored by the North Carolina Air National Guard and is based at the 145th Airlift Wing at the Charlotte-Douglas International Airport. A second site was opened in 2004 at Fort Fisher National Guard Training Facility located in Kure Beach, NC. STARBASE targets "at-risk" elementary school students

in an attempt to increase interest in math and science. Using team-building activities and a "hands-on" approach to learning, students also become involved in goal-setting strategies and an awareness of the negative effects of drug use. To date, STARBASE has reached over 23,000 young people in 70 counties.

For more information, contact Barbara Miller, Director, at 704-398-4819.



Starbase instructors & graduates stand with Air Guard flight crew members



Community Resources

Veteran's Corner

American Legion

www.legion.org

The American Legion's Family Support Network stands ready to assist you and your family as you serve our country. With nearly 15,000 American Legion Posts across the nation, chances are there's a local Legion family member willing to lend a hand. What kind of help can be available? Grocery shopping, childcare, lawn care, fixing the family car and countless other challenges to a military spouse.

Family members simply call toll-free: 1-800-504-4098. Provide details of the need and then let Legion family volunteers take over.

An American Legion post in the vicinity of your family will be called and asked to help. Members will contact your family to determine if and how assistance can be provided. Legionnaires and their families have been in your shoes. We understand the problems and stresses that go with separation of loved ones during war. We stand behind you all the way and are anxious to help when you need it...no charge. Just our deepest "thanks." Legionnaires strongly believe we shall not fail those with whom we serve...no matter what war era. To request assistance, call 1-800-504-4098 or e-mail familysupport@legion.org



Veterans of Foreign Wars

www.vfw.org

The VFW has more than 100 trained service officers to assist any veteran, or their dependents, obtain federal or state entitlements. The VFW also monitors medical and health issues affecting veterans as well as providing veterans with up-to-date information on diabetes, post-traumatic stress, Agent Orange exposure and Persian Gulf Syndrome. A recent addition to the Washington D.C. office is the Tactical Assessment Center, a 24-hour help line for veterans with questions or concerns about VA entitlements.

Dept. of Veteran's Affairs

www.va.gov

The VA sponsors and participates in a number of special programs to benefit our Guard members. Programs include: health programs, VBA Projects & Special Programs, Advisory Committees, Center for Women Veterans, Debt Management Center (DMC) and Homeless Assistance Programs & Initiatives. The VA website also has VA Franchise Fund information, Vocational Rehabilitation programs and a Virtual Learning Center.

Retirees

Soldiers and Airmen qualify for retirement after 20 years of service. Retirees are an important part of the North Carolina National Guard Family. Their many years of service and dedication help make us who we are. We are forever grateful that our retirees remain active in Guard life through their volunteering and support of families.

This event will be hosted by the Directorate of Civil Military Affairs and the POC is MAJ Marty Reigher Operations Officer. 800-621-4136 ext. 6199 or email

marty.reigher@nc.ngb.army.mil

Retiree Homecoming Event

The 2nd Annual NCNG Retiree Homecoming Event will be held at JFHQ Raleigh NC on 9 September 2005.



Veteran's Centers

Veteran's Affairs offers Readjustment Counseling Services for service members and their families who are working toward readjustment.

The Vet Centers are located in five areas throughout North Carolina.



Locations

Charlotte: (704) 333-6107

Fayetteville: (910) 488-6252

Greensboro: (336) 333-5366

Greenville: (252) 355-7920

Raleigh: (919) 856-4616



Recruiting & Retention

Army National Guard Recruiting



Incentives

Did you know: Current NCARNG members are eligible for two bonus options when extending or reenlisting. There is a six and three year extension bonus. Soldiers are encouraged to contact their unit commanders and retention NCOs for more information regarding eligibility. Specific bonus information is listed below:

- \$15,000 for a six year extension.
- \$7,500 for the first three year extension.
- \$6,000 for the second three year extension (Soldier has option to decline second three year bonus and accept the six year bonus if willing to extend six years instead of three years)

Did you know: Recruiting and Retention Command has an incentive program for unit leads. Any NCARNG Soldier that provides leads to your unit Recruiter that results in two enlistments qualifies for a leather ARNG back pack. Contact your local recruiter or unit readiness NCO for more information.

-SERVICE BEFORE SELF-
1-800-GO-GUARD.COM
-DEFEND FREEDOM-

Employment Opportunities

Be a part of the Retention Effort: Immediate openings for 10 Retention NCOs. We are looking for highly motivated E-5 and E-6 Soldiers for ADSW tour through 30 Sep 05.

Be a Recruiter:

Immediate openings for 23 AGR and ADSW Recruiting and Retention NCOs. Rank E-4 to E-7; with duty stations throughout NC.

Please contact SSG Sandra Lowman at 800-621-4136 ext. 6507 for more information on these employment opportunities.

You can also email her at sandra.lowman@nc.ngb.army.mil.



HOT LINE

Recruiting and Retention maintains a Retention Hotline. If you have questions or concerns, or just want to speak with a Recruiter, you can contact 1-800-662-1872.

"The most important components to the NCARNG are the Soldier and the family"





Recruiting & Retention

Air National Guard Recruiting



Incentives

Educational Benefits

Tuition Assistance - \$ 2,000 academic year maximum based on actual tuition. \$8,000 maximum lifetime eligibility. Must attend school in State of North Carolina. All payments subject to the State Budget.

MONTGOMERY GI BILL (BASIC)

Full time students \$288.00 per month
 $\frac{3}{4}$ time students \$216.00 per month
 $\frac{1}{2}$ time students \$143.00 per month
 $\frac{1}{4}$ time students \$ 71.75 per month

MONTGOMERY GI BILL KICKER

Selected Specialties. Will pay additional \$350 per month for full-time study. Payable only with Basic MGIB entitlement; may use with Chapter 30 or Chapter 1606. MGIB Basic and Kicker provide 36 months entitlement as long as satisfactory participant in Selected Reserve.



Senior Airmen Ryan Poprawski and Giselle Hartr open a panel on a C-130 Hercules. Both Airmen are crew chiefs assigned to the N.C. Air National Guard's 145th Airlift Wing. (Photo by Tech. Sgt. Brian Christiansen, NCNG Public Affairs)

STUDENT LOAN REPAYMENT BONUS

Selected Specialties. Members may qualify for up to \$20,000 repayment on outstanding approved student loans.

SCHOLARSHIPS - The North Carolina National Guard Association awards annual scholarships.

ENLISTMENT BONUS INCENTIVE

Enlistment Bonuses - Selected Specialties. Non-Prior Service fully qualified members may qualify for a \$15,000 enlistment bonus. Prior Service Members may qualify for a \$10,000 Reenlistment Retraining Bonus.

PAY

Talk with your recruiter and see exactly what you will earn. Your earnings will depend upon your educational level or any previous military experience. You may also qualify for an advanced grade.

TRAINING

You will receive specialized training through a college accredited Air Force technical training school that might help you "land" that job you always wanted. You will go to one of four Air Force bases for training depending on the job you choose. Sheppard AFB, Wichita Falls, Texas; Keesler AFB, Biloxi, Mississippi; Lowery AFB, Denver, Colorado; or Lackland AFB, San Antonio, Texas. Your area of specialization determines the time spent in technical school.

MISCELLANEOUS

- Servicemen's Group Life Insurance - \$250,000.00 for \$16.50 per month.
- Spouse & children coverage also available for additional premium.
- Dental insurance is available at a competitive rate.
- Premiums will be deducted from your drill pay.
- Enrollment information, call 800-211-3614 or www.humana-military.com.
- State and Federal Retirements after 20 years

www.ncchar.ang.af.mil

1-800-354-6933

www.goang.com

Soldiers & Airmen Assistance Fund



Soldiers and Airmen Assistance Fund

Unexpected financial hardships can happen to the best of us. Soldiers and Airmen with emergency financial needs may be eligible for help through the North Carolina National Guard Soldiers and Airmen Assistance Fund (NCNG SAAF). The NCNG SAAF (formerly the Chaplain's Fund) provides emergency financial assistance for Guard Soldiers, Airmen, and their families.

Occasionally, families find themselves in financial crisis - perhaps related to a spouse's deployment, or maybe an unexpected auto repair, a worn-out furnace, sudden unemployment, or other dilemma. If you find yourself in a crisis, contact your Family Readiness Group, Family Assistance Center, or unit staff for an application for assistance. You can also find an application and information on the Guard's

website. This program provides quick, confidential help to those in need – the NCNG SAAF is here to help!

"Support Our Troops" License Plate

Here's a way to show your patriotism and assist the NCNG Soldiers and Airmen Assistance Fund at the same time! The State Legislature has authorized the sale of a special "Support Our Troops" license plate which displays the familiar yellow ribbon and the phrase "In God We Trust." Supplement your distinctive National Guard Plate with a "Support Our Troops" plate on your other vehicle! For each \$50 plate sold, the NCNG SAAF will receive a \$20 donation. For more information and an application, contact Bob Suber at 800-621-4136 ext. 6294 or visit <http://www.nc.ngb.army.mil/ncsaaf.htm>

NORTH CAROLINA NATIONAL GUARD
AGFP
4105 REEDY CREEK ROAD
RALEIGH, NC 27607-6410

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